

Based on the scientific management theory, what are some of the routines in health care that seem to be inefficient? What examples of participative decision making exist in your workplace? Provide your rationale.

Theories and Concepts in Leadership and Management

Healthcare Inefficiencies in the light of Scientific Management Theory

The application of scientific management theory has made healthcare sector more efficient and effective, yet it still suffers from certain limitations which inhibit the establishment of a well-coordinated and productive healthcare system. The core inefficiency in healthcare comes from the lack of coordination seen among healthcare providers. Patients experience care coordination issues with fragmented healthcare systems. Major inefficiencies of healthcare systems include inefficient use of facilities and equipment, such as low utilization of expensive imaging equipment and inefficient scheduling of operating rooms and teams. Overuse of testing equipment and intensive care units also contribute towards the wastage of healthcare resources. As scientific management stresses only on efficiency, not quality, patients repeat tests due to confusion experienced by doctors in their inability to locate test results which delay the treatment to a great extent. As the healthcare industry is drastically experiencing innovative changes, healthcare systems need to be highly adaptive to them. However, scientific management prevents healthcare systems from showing high adaptability. This is seen when medical staff provides inappropriate treatment because relevant history of previous treatment cannot be accessed due to lack of adaptability to the technology changes being made in healthcare systems (Langabeer, 2007).